



Store 493 Receives an Award for Hiring the Best

On Thurs., July 10, 2008, Ryan Seymour, General Manager of store 493 in the Potomac Yards in Alexandria, Va., accepted an award for Best Employment Practices. The award was presented to Ryan at the Association for Persons in Supported Employment (APSE) conference in Louisville, Ky.

Each year, APSE recognizes organizations for Best Employment Practices at their annual conference. To receive this prestigious award is an honor for Best Buy, Ryan and his store. The award recognizes businesses that hire persons with disabilities, fully integrates them into the workforce and encourages other organizations to do the same.

The story of store 493 was captured in the award nomination process. A customer, who happens to own an employment agency for individuals with disabilities, shopped at the Potomac Yards store and observed multiple store employees with disabilities serving customers. This customer was so impressed with how the store used the abilities of these individuals and mirrored the community that she completed a nomination form for the APSE award. Ultimately, the store won for its hiring efforts!

Ryan Seymour and Tracy Garvin, Manager, were both interviewed and the story is published in the Spring 2008 issue of *the Advance*, a publication of APSE. The story highlights the management's motto of "we focus on the ability and not the disability" and how the Best Buy value of unleashing the power of people are lived out on a daily basis in store 493. The article also introduces three store employees with disabilities (Jai Datt, Lisa Goodwin, and Robyn Schuler). It tells how they were hired, how their talents were discovered and utilized and how much they contribute to the family environment at the store.

Ryan and Tracy have learned a lot from their experiences working with people with disabilities and they offer great advice to business leaders responsible for hiring:

- "Instead of finding ways to exclude, start to look for ways to include people who may have disabilities." and "People with disabilities are going to bring out the best in your team. They will probably bring out the best in you if you are a leader, because you'll learn to look at yourself differently."
 - Ryan Seymour, General Manager
- "I'll tell you in the beginning; it was a struggle because I was very nervous. Because you're sympathetic to the situation that they are in and sometimes you feel that they should be able to get away with more. That it's more acceptable for them to have poor performance or things like that. And that was just the wrong mentality right off the bat. Jai helped me through that and he really taught me a lot. Jai, Robyn and Lisa are amazing people."
 - Tracy Garvin, Manager